

Greater Community Hospital

SEIU #199 (Patient Care)

7106-6/30/08

GREATER COMM. HOSPITAL / SEIU # 199
(PATIENT CARE)

06-08

**COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

**GREATER REGIONAL MEDICAL
CENTER EMPLOYEE'S
ASSOCIATION
SEIU, LOCAL 199**

AND

**GREATER REGIONAL MEDICAL
CENTER
CRESTON, IA**

JULY 1, 2006 – JUNE 30, 2008

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AGREEMENT

This Agreement is made and entered into this 1st day of July, 2006 at Creston, Iowa, pursuant to the provisions of Chapter 20 of the Iowa Code, by and between the Greater Regional Medical Center (hereinafter referred to as the Employer) and the Greater Regional Medical Center Employees Association, chapter of the Service Employees International Union Local 199 (hereinafter referred to as the Union), as representatives of Employees employed by the Greater Regional Medical Center, as set forth specifically in the Recognition Clause.

ARTICLE I **PURPOSE OF AGREEMENT**

It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of the provisions of Chapter 20 of the Iowa Code, consistent with the legislative authority contained therein.

The parties do hereby acknowledge that this Agreement represents an amicable understanding reached by the parties as a result of the unlimited right and opportunity of the parties to make any and all demands with respect to the subjects of bargaining as set forth in Chapter 20 of the Iowa Code.

ARTICLE II **MANAGEMENT RIGHTS**

Except as expressly limited by this Agreement, the Employer reserves the following right to:

1. Direct the work of its public employees.
2. Hire, promote, demote, transfer, assign and retain public employees in positions within the public agency.
3. Suspend or discharge public employees for proper cause.
4. Maintain the efficiency of governmental operations.
5. Relieve public employees from duties because of lack of work or for other legitimate reasons.
6. Determine and implement methods, means, assignments and personnel by which the public employer's operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the public employer.
8. Initiate, prepare, certify and administer its budget.
9. Exercise all powers and duties granted to the public employer by law.

ARTICLE III
RECOGNITION & UNION SECURITY

A. Bargaining Unit

As a result of an election held November 21, 1985, and the Certification by the Iowa Public Employment Relations Board issued December 4, 1985, the Employer recognizes the Greater Regional Medical Center Employees Association as the exclusive collective bargaining agent for Hospital employees as listed below:

Included: Registered Nurse (RN), Licensed Practical Nurse (LPN), Medical Technologist (MT), Medical Lab Tech (MLT), Radiology Technologist (ARRT), Nuclear Medicine Tech, Limited Radiology Tech, Basic Ultrasound Technician 1, Ultrasound Technician 2, Certified Respiratory Therapist (CRT), Registered Respiratory Therapist (RRT), Physical Therapist (PT), Physical Therapy Assistant (PTA), Speech Therapist, Occupational Therapist, Medical Social Worker (BSW), Masters Level Social Worker (MSW), Pharmacy Certified Technician (PCT), EMT-Paramedic (EMT-P), Paramedic Specialist, Accredited Records Technician (RHIT), Certified Medical Assistant (CMA), Certified Nurse Aide, Nurse Aide, Clinical Care Aide, Radiology File Clerk, Ward/Unit Clerk, Central Supply Technician (CST), Operating Room Technician (ORT), Lab Assistant, Certified Occupational Therapy Assistant (COTA), Respiratory Care Practitioner, Rehab Tech, Health Information Specialist (Transcription/Coder), Health Information Specialist (Credentialed), Dietitian, Cook, Food Service Worker, Maintenance Engineer, Maintenance Engineer/Electrician, Floor Finisher, Environmental Services Worker, Pharmacy Technician, Insurance Clerk, Accounting Clerk, Registration Clerk/Switchboard Operator, Purchasing Buyer, Purchasing Clerk, Quality Management Assistant, Home Care Billing Clerk, Volunteer Services Coordinator, Corporate Health and Wellness RN, Clinic Billing Clerk/Receptionist, Departmental Secretaries and all other clericals and support staff.

Excluded: Chief Nursing Officer, Director of Surgical Services, Director of Laboratory Services, Director of Radiology Services, Assistant Director of Radiology, Director of Respiratory Services, Director of Rehab Services, Physical Therapy Coordinator, Director of HIMS, Director of Dietary Services, Assistant Director of Dietary Services, Director of Pharmacy Services, Assistant Director of Pharmacy Services, Director of EMS, Director of Quality Management, Director of Home Care/Hospice, Patient Care Coordinator, Medical Social Services Manager, Director of Community Outreach Services, Community Services Coordinator, Employee Health Coordinator, Director of Outpatient Services, Co-Director of Radiation Therapy, Emergency Room Manager, Advanced Registered Nurse Practitioner (ARNP), Occupational Health Coordinator, Physician, Chief Executive Officer/CEO, Chief Financial Officer/CFO, Executive Director for the Continuum of Care, Director of Public Relations & Foundation, Director of Materials Management, Human Resources Officer, Community Relations Manager, Certified Dietary Manager (CDM), Director of Facilities, Assistant Director of Facilities, Laundry Supervisor, Director of Data Processing, Data Processing Assistant, Insurance Supervisor, Registration & Switchboard Operator Supervisor, Accountant, Controller, Administrative Assistant, Executive Assistant, Nurse Manager Assistant, Clinic Manager, Clinic Business Office Coordinator, and all other persons excluded by Section 4 of the Act.

B. New Job Classifications

The Employer reserves the right to establish new job classifications. The Employer will notify the Union of the addition of new non-unit positions. The Hospital will give the Union at least-ten days written notice of its intent to establish any new bargaining unit job classification(s) at the Hospital or any change in the present job classifications and will schedule a meeting with the Union to negotiate the appropriate hourly rate of pay and the inclusion of the job classification in the bargaining unit. If the Union is unable to meet with the Employer during the ten-day period, or an agreement on the hourly rate of pay cannot be reached, the Employer can set an interim hourly rate of pay it believes is appropriate based upon surveys of comparable positions within the area and industry; however, the parties will meet within thirty days of the establishment of the new or changed job classification to negotiate the hourly rate of pay.

If the parties are not able to agree as to the appropriate rate of pay, the matter will be submitted to mediation. If the parties still are unable to agree, the matter will be submitted to an arbitrator for final, binding arbitration upon the request of either party. The request for a mediator and/or arbitrator will be made to the Iowa Public Employment Relations Board. The expenses and salary incident to the services of the arbitrator shall be shared equally by the Employer and the Union.

C. Union Meetings

The employer shall allow the Union to hold meetings on hospital premises at no cost to the Union subject to the following restrictions:

1. Meetings will be held only in assigned areas. No meetings shall be held in patient care or work areas.
2. Meetings may be held at least 1 day per month. Additional meetings may be held subject to room availability.
3. Scheduling of the use of the room will be coordinated with other hospital activities through the appropriate hospital representative.
4. Meetings will be attended only by "off-duty" personnel. "Off-duty" personnel includes employees on meal or coffee breaks.
5. Union personnel are responsible for the setup and clean-up of the facilities. These activities will be accomplished only by "off-duty" personnel.

ARTICLE IV
DEFINITIONS REGARDING EMPLOYEES AND BENEFITS

- A. Full-time Employees are those who are scheduled to work forty (40) hours or more per workweek. Employees who are assigned to twelve-(12-) hour shifts shall be considered full-time if they are regularly scheduled to work thirty-six (36) or more hours per week, with vacation and sick leave based on hours as provided in the PTO and Sick Leave articles.
- B. Part-time Employees are those who are scheduled to work twenty (20) or more hours but less than forty (40) hours per workweek.
- C. Casual Employees are those who work under twenty (20) hours per workweek and who are not covered by this Agreement.
- D. Student Employees are those who work less than twenty (20) hours per workweek and who are not covered by this Agreement.
- E. Temporary Employees are those who work less than four (4) months and who are not covered by this Agreement.
- F. Probationary Employees are those who are hired on a permanent basis and who have worked less than one hundred eighty (180) calendar days. After ninety (90) calendar days, they are entitled to the fringe benefits called for hereunder. They are subject to discharge during their probationary period without resort to the grievance procedure. Probation will automatically be extended for the same duration as any absence from work of seven calendar days or more during the first 180 days.
- G. Seniority for Hospital purposes shall be on the first (1st) date of hire. Seniority for Department purposes shall be on the first (1st) date of work in a department on a permanent basis. Seniority for a Classification shall be the first (1st) date of work within the classification on a permanent basis.
- H. Departments and classifications within departments for the purpose of this contract are as follows:

Department	Classifications
Nursing Services:	Registered Nurse, (RN) Licensed Practical Nurse, (LPN) Certified Nurse Aide Nurse Aide Ward Clerk
Operating Room/Surgery:	Registered Nurse, (RN) Licensed Practical Nurse, (LPN) Central Supply Technician, (CST) Operating Room Technician, (ORT) Ward/Unit Clerk
Laboratory:	Medical Technologist, (MT) Medical Lab Tech, (MLT) Medical Lab Assistant

Radiology:	Radiology Technologist, (ARRT) Nuclear Medicine Tech Radiology Secretary Limited Radiology Tech Basic Ultrasound Technician 1 Ultrasound Technician 2 Clinical Care Aide Radiology File Clerk
Respiratory Care:	Certified Respiratory Therapist (CRT) Registered Respiratory Therapist (RRT) Respiratory Care Practitioner
Rehab:	Physical Therapist, (PT) Physical Therapy Assistant, (PTA) Rehab Tech Physical Therapy Ward Clerk Speech Therapist Occupational Therapist Certified Occupational Therapy Assistant (COTA)
Health Information:	Accredited Records Technician (RHIT) Health Information Specialist Health Information Specialist (Credentialed) Transcription/Coder
Dietary:	Dietitian Cook Food Service Worker
Maintenance:	Maintenance Engineer Maintenance Engineer/Electrician
Housekeeping:	Floor Finisher Environmental Service Worker
Laundry:	Environmental Service Worker
Pharmacy:	Pharmacy Certified Technician (PCT) Pharmacy Technician
Business Office:	Insurance Clerk Registration Clerk/Switchboard Operator

Purchasing:	Buyer Purchasing Clerk
Ambulance:	EMT-Paramedic (EMT-P) Paramedic Specialist
Quality Management:	Quality Management Dept Secretary
Home Care:	Registered Nurse, (RN) Certified Nurse Aide Billing Clerk Secretary Ward/Unit Clerk
Hospice:	Registered Nurse, (RN) Certified Nurse Aide Secretary
Wellness:	Corporate Health & Wellness RN
Social Services:	Medical Social Worker (BSW) Masters Level Social Worker (MSW)
Senior Housing	Environmental Services Worker Food Services Worker Volunteer Services Coordinator
Cardiac Rehabilitation:	Registered Nurse, (RN)
Medical Clinics:	Certified Medical Assistant, (CMA) Billing Clerk Clinic Receptionist
Behavioral Health Unit:	Registered Nurse, (RN) License Practical Nurse, (LPN) Certified Nurse Aide Medical Social Worker (BSW) Activity Therapist PCC Ward Clerk

I. All fringe benefits, unless specified otherwise, are available to employees who obtain 1,000 hours per year during the past calendar year or eligible part-time employees on January 1 of each year. Their total number of hours will be calculated and determined what percentage this represents when compared to a full-time employee. In determining these hours, holidays, vacation and regular hours will be counted. If an employee was not employed by the

Hospital during the full year, their hours will be annualized. During the first year, new hires' fringe benefits will be estimated based upon their scheduled hours. If adjustments are necessary, they will be made quarterly (provided that changes which increase an employee's benefits can be made before the end of a calendar quarter at the discretion of the Director of Human Resources). This proration arrangement does not apply to employees who are hired and scheduled on a full-time basis.

J. Environmental Service Workers (ESW) will be designated as either "Primary Laundry/Backup Housekeeping" or "Primary Housekeeping/Backup Laundry" to reflect the department manager's intent for primary utilization of each ESW. The manager will assign ESWs to primary and backup duties by departmental seniority whenever reasonably possible.

ARTICLE V

NOTICES

A. Notice to Employer

When notice must be given under any section of this Agreement by the Union to the Employer, the notice shall be directed to CEO, Greater Regional Medical Center, 1700 West Townline, Creston, Iowa 50801 with a copy to Human Resources Office at same address.

A notice may be personally delivered to the CEO, at which time the CEO shall receipt therefore on a photocopy of the item served showing the date of receipt.

Notices may be mailed by certified mail with postage prepaid to the CEO, at the address as shown above. Said certified mail shall request a return receipt.

Notice shall be effective at the time received by the CEO.

B. Notice to Union

When a notice is required to be served by the Employer on the Union, the notice shall be directed to Greater Regional Medical Center Employees Association, Local 199 of the Service Employees International Union, Box 59, Creston, Iowa, c/o Recording Secretary with a copy to the Executive Director, 102 2nd Avenue, Coralville, Iowa, 52241 or by personally delivering a copy to the Union President at Greater Regional Medical Center.

If notice is given by hand delivery to the Union President, said President shall sign a written receipt for said notice on a photocopy of the notice and shall show the date of receipt.

Notice may also be given by certified mail, return receipt requested, and directed to the address as shown above.

C. Change of Address

The Employer and the Union each reserve the right at any time during the life of this Agreement to change the name of the person, or the address, where notice shall be served.

ARTICLE VI

UNION REPRESENTATIVES

A. Access by Union Representatives

The Union's representative shall advise the Employer at the time of visitation and shall have admission to the hospital to discharge their duties as representative of the Union and shall

restrict their activities and visitation consistent with their duties as Union representative and conduct themselves in such a manner so as not to interfere with the operation of the hospital. No employee may be called off their station by the Union representative without the Employer's consent.

B. Number of Representatives

The Union shall appoint Union representative(s) and advise the Employer in writing of who such representatives are. The Employer shall receive written notice of changes or additions to Union representatives.

C. Paid Status.

Union representatives who are called by the employer to a meeting or incident shall be in paid status.

ARTICLE VII NONDISCRIMINATION

No Employee or applicant for employment covered in this Agreement shall be discriminated against because of membership in the Union, non-membership in the Union, or because of activities or non-participation in activities on behalf of the Union.

The Employer and the Union shall not discriminate against any Employee or applicant for employment covered by this Agreement on account of race, color, religious preference, national origin, age, gender, marital status, disability, sexual preference, political belief or affiliation. Neither shall the Employer or the Union discriminate against any qualified individual with a disability, whether applicant or employee, who is able to fulfill the essential requirements of a specific job for which they are being considered or in which they may be employed, with reasonable accommodation to the extent required by law.

ARTICLE VIII LAYOFF BY SENIORITY

A. Force Reduction and Recall

In a reduction in force, the principle of Department seniority shall govern and where there are classifications within a department, Classification seniority shall govern, providing that the senior member which is not laid off has the education, experience and ability to adequately perform the work.

B. Recall Rights

In a case of recall of employees by a Department or Classification, the employees on layoff shall be placed in the first vacancy within their Department or Classification providing they possess the necessary qualifications for the job.

An employee on "layoff" status shall have the right to recall in accordance with this provision for twelve (12) calendar months from the date the employee was placed in such status and shall retain the employee's original seniority date. If the employee is recalled to the same position and classification they held prior to layoff, the employee will be paid no less than the

rate of pay they were receiving at the time of layoff plus any general increases in wages implemented during the layoff.

Employees on layoff status shall be given the opportunity to fill vacant positions for which there is no recall list if they are qualified to fill that position.

Part-time employees shall receive preferential consideration for vacancies within the Department or Classification after full-time employees have received consideration.

C. Seniority Bumping

In case of a layoff, employees who are scheduled to be laid off shall be able to exercise their hospital seniority and bump back to the classification previously held by them, provided they are still qualified without additional training or education, by giving written notice seven (7) working days from notice of layoff as long as the person being bumped is not senior to the employee who is bumping.

ARTICLE IX
PROMOTIONS AND TRANSFERS

All bargaining unit permanent job openings shall be posted. In all cases of promotion and transfers to fill permanent openings within the bargaining unit including transfers from one shift to another in the same job classifications, qualified employees who have indicated an interest within a minimum of seven (7) calendar days of the posting of the availability of the position, shall be given preference over applicants for employment except where such open jobs require licensed or certified employees and none exist.

Hospital seniority shall control in filling permanent vacancies if ability, education and experience are equal, and all required licenses are possessed.

If an employee bids to another position within a department, they will move to the same step on the pay scale except where a certification or license is obtained in which case the move is to the step on the pay scale which would avoid a cut in pay. If an employee moves to the same classification in another department, the employee will remain on the same step of the pay scale. If an employee moves to a different classification in another department, the employer shall have the option to move the employee to the same step on the pay scale or whichever step is appropriate based on ability, education, experience, qualifications, and years of service.

ARTICLE X
GRIEVANCE PROCEDURE

A. Disputes

Disputes shall be defined as any issue regarding the interpretation and application of this Agreement and will be settled by the procedure hereinafter provided.

It is recognized that the Union may file a grievance where the dispute involves a similar set of facts affecting more than one employee creating an issue regarding the interpretation and application of this agreement. In such a situation, all references in this procedure to employee shall be deemed to refer to the Union, and all such grievances shall be signed by a steward and by a Union officer acknowledging the Union's awareness of the filing of the grievance.

B. Probationary Period

Employees may be discharged without recourse to the grievance procedure within the probationary period, which shall be the first one hundred eighty (180) days of employment.

C. Discussion of Request or Complaint

Both the Employer and the Union pledge their active, aggressive and continuing effort to secure prompt disposition of requests, complaints and grievances; and agree that most disputes can be, should be, and will be resolved in the oral discussions. In the few cases where such is not accomplished, the following procedure shall apply:

Step 1:

Every grievance not settled by oral discussion must be initiated to the first step within fourteen (14) calendar days after the date the grievant first became aware of, or should have become aware of, with the exercise of reasonable diligence, the occurrence of the event causing the grievance, or the grievance shall be deemed waived. The grievance shall be submitted in writing to the department supervisor. Within seven (7) calendar days the department supervisor will schedule a meeting with the grievant and the union representative to discuss the grievance. Should the grievance fail to be resolved within three (3) days after the meeting, the grievance may be appealed to Step 2.

Step 2:

Within fourteen (14) calendar days after the Step 1 meeting between the grievant, the department supervisor and the Union representative, the grievant or the Union representative may appeal the grievance in writing to the Director of Human Resources, who shall serve solely to facilitate communication and to help determine whether the grievance can still be resolved before going to Step 3. Within seven (7) calendar days the Director of Human Resources shall meet with the grievant and the Union representative to discuss the grievance. Should the grievance fail to be resolved within three (3) calendar days after the meeting, the grievance may be appealed to Step 3.

Step 3:

A grievance appealed to the third step of the grievance procedure must be submitted in writing within fourteen (14) calendar days following the Step 2 meeting or it shall be deemed waived. Such grievance shall be discussed by the employee and, if requested, a Union Representative and the CEO or a designated representative at a mutually convenient time within fourteen (14) calendar days after receipt by the CEO of the written grievance. The CEO's Step 3 disposition shall be written on the grievance form within fourteen (14) calendar days following discussion between the employee and the CEO. If the CEO's reply is not appealed to Step 4 within fourteen (14) calendar days after receipt in writing by the employee, the grievance shall be considered settled on the basis of such reply and shall not be eligible for further appeal. If the CEO fails to satisfy the time limits herein provided, the grievance will proceed to Step 4 if notification is given by the employee in writing within fourteen (14) calendar days after the CEO's reply was due.

Step 4:

A grievance appealed to this fourth step shall be submitted to an Arbitrator who shall be impartial and who shall be appointed by mutual agreement of the parties. In the event mutual agreement cannot be reached on an Arbitrator within fourteen (14) calendar days of receipt of notice of appeal to arbitration, the Public Employment Relations Board shall be asked to name a panel of five (5) individuals from which one (1) name shall be selected by the parties within seven (7) calendar days after receipt of the names provided by the Public Employment Relations Board. The selection shall be made by alternately striking a name beginning with the flip of a coin until one (1) name remains.

The Arbitrator shall have jurisdiction and authority only to interpret apply or determine compliance with specific terms of this Agreement and shall not have jurisdiction to add to, detract from, or alter in any way the provisions of this Agreement. Any decision within the jurisdiction of the Arbitrator shall be final and binding upon all concerned. The expenses and salary incident to the services of the Arbitrator shall be shared equally by the Employer and the Union.

D. General Provisions

1. Grievances may by mutual agreement be referred back for further consideration or discussion to a prior step or advanced to a higher step of the grievance procedure.
2. Time limits specified in the processing of a grievance may be waived by mutual agreement.
3. Settlements reached in Step 1, Step 2, or Step 3 of the grievance procedure shall not establish a precedent or practice for future similar or dissimilar cases unless specifically agreed to. Such agreement must be reduced to writing and state that the settlement may be used as a precedent in future cases.
4. Grievance may be filed against the Union by the Employer in accordance with the general provisions referred to in this Article.
5. Only the grievant will be in paid status during the grievance process, unless otherwise mutually agreed to. All grievance meetings will be at a date and time mutually agreeable to the employer representative, the grievant, and the union representative.

ARTICLE XI
DISCIPLINE FOR JUST CAUSE, PERSONNEL FILE RULES

The Employer may establish and from time to time amend reasonable work rules for the efficient operation of the Hospital. Such rules shall not be applied in an arbitrary, capricious or discriminatory manner and shall, except in cases of serious infractions, observe progressive discipline. Discharges shall only be set aside where the Employer has acted without just cause or in an arbitrary, capricious manner and/or such action is inconsistent with this Agreement and/or the work rules. A copy of such rules shall be given to the Union for comment at least seven (7) days before implementation.

Discipline shall be administered only for just cause. Patient and physician complaints will be investigated and discussed with the employee and, if the employee chooses, a Union Representative, before being used as the basis for discipline. Employees shall be given an

opportunity to read, sign and attach written comment to a formal letter of warning prior to the placement of such material into the employee's personnel file.

ARTICLE XII

HOME CARE/HOSPICE AND COMMUNITY OUTREACH

Home Care/Hospice nurses are a classification which is expected to cover calls and schedules on a rotating basis on weekends, holidays, and as scheduled. Community Outreach staff are also scheduled in a similar rotation for weekends, holidays, and as scheduled, however are not expected to cover call. Because of the nature of these services, specific provisions need to be made for this classification. They are as follows:

- A. The work shift for Home Care/Hospice and Community Outreach staff is normally a Sunday through Saturday schedule.
- B. Home Care/Hospice and Community Outreach staff may be scheduled for nonconsecutive days, but they shall be off at least two days per week.
- C. Home Care/Hospice and Community Outreach staff may be assigned to work split shifts with a one-hour minimum without premium during a week and day because of the needs of the patient with whom they are working. In addition, repeated split shifts without premium may occur during a scheduled day because of patient cancellation: During the time between shifts, they are free to engage in such activities as they may desire as long as they make themselves available for the next scheduled part of the shift. If a Home Care/Hospice/Community Outreach staff member is scheduled to work during a time covered by shift differential (Article XII, Section E), those premiums shall apply to the hours worked.
- D. If a Home Care/Hospice/Community Outreach staff member elects to work in another department within the Hospital during the period of time between their Home Care/Hospice/Community Outreach schedule, they may do so upon mutual agreement of the Hospital. In such case, there shall not be any call-in pay.
- E. Should the condition of a patient require a nurse to report before their schedule or after they have left scheduled work to treat that patient, they shall be paid at the rate of time and a half for the time actually worked with a one-hour minimum.
- F. Home Care/Hospice/Community Outreach staff members who have completed their assigned visits in a work day will not normally be called in as such visits will be directed to the nurse.
- G. Nurses on call for Home Care/Hospice will receive the normal standby rate. If due to the condition of a patient, the nurse receives a call which requires them before or after their normally scheduled shift to perform a home visit, they will be paid one and one-half time with a one-hour minimum.

- H. The Employer reserves the right to require nurses and aides to work only the hours needed during low census days, and PTO time may be taken to offset any unworked scheduled hours, not to exceed the employee's normal status.
- I. If a Home Care/Hospice nurse receives a call when they are not on call and the patient's condition requires a home visit, they will be paid time and a half with a one-hour minimum.
- J. If a Home Care/Hospice nurse is on call and receives a telephone call from or regarding a patient, they shall be paid at straight time paid to the nearest quarter hour. If an aide should receive a telephone call regarding patient care, the aide should refer such a call to the nurse on call.
- K. The members of this classification who are required to use their own vehicle will be paid mileage at the rate equal to the rate established by IRS guidelines. Mileage is reimbursed for miles driven between client/patients as assigned and will start at the first client's home and end at the last client's home. If the distance from the client's home to the employee's home is greater than the distance between the employee's home and the Hospital, the difference in miles will be paid. If an employee in these classifications reports to the Hospital before going to their first scheduled visit, they will be compensated for miles starting at the Hospital, and if they report to the Hospital after their last scheduled visit, their compensation for mileage will end. The members will be responsible for taking the most direct route when traveling to perform their duties. Income tax incurred will be the responsibility of the employee. Any premium or fringe benefit not specifically addressed herein shall be as stated elsewhere in this contract.

ARTICLE XIII **EMT-PARAMEDICS**

The parties agree that the normal workweek for the emergency medical technician-paramedics shall be no more than twelve (12) consecutive working hours in any twenty-four (24) hour period. The two (2) scheduled shifts for the emergency medical technician-paramedics shall run from 7:00 a.m. to 7:00 p.m. and from 7:00 p.m. to 7:00 a.m.

EMT-P's assigned to work the 7:00 a.m. to 7:00 p.m. shift will normally be assigned to work sixty-nine (69) hours or more per pay period with a half (1/2) hour duty-free lunch period. EMT-P's assigned to the 7:00 p.m. to 7:00 a.m. shift will work normally seventy-two (72) hours or more inclusive of a paid half (1/2) hour lunch period. EMT-P's assigned to the shift beginning at 7:00 p.m. will be permitted to take two (2) fifteen (15) minute breaks per shift.

Lunch periods for the EMT-P's assigned to the 7:00 a.m. shift will generally be taken at the hospital. If the employee chooses, the lunch period may be taken outside the hospital, provided the EMT-P's assigned to the shift leave with the ambulance; however, if EMT-P's assigned to the shift leave with the ambulance, they shall be accessible for immediate call by portable radio or other appropriate paging device. EMT-P's on the 7:00 p.m. to 7:00 a.m. shift shall be paid for a one-half (1/2) hour lunch period each shift. The EMT-P's on the 7:00 p.m.

shift shall take their meal at their assigned location while on duty. Should an EMT-P assigned to the 7:00 a.m. to 7:00 p.m. shift be called to duty during their assigned meal period, they will be compensated for the entire meal period. EMT-P's will be entitled to pick up extra hours in appropriate areas to the extent such hours are available and they are qualified.

Shift differentials and overtime shall be paid in accordance with current contract language and practice.

The hospital shall endeavor to provide all EMT-paramedic employees with every other weekend off.

ARTICLE XIV

WAGES

A. Schedule of Wages

The minimum straight-time hourly rates of pay for the term of this Agreement shall be as set forth in the appendix attached hereto. The Appendix shows the following for each job category:

1. First horizontal line: rates in effect immediately prior to the commencement of the term of this Agreement.
2. Second horizontal line: rates from July 1, 2006 through June 30, 2007 which are 2.25% higher than on the preceding line, except in cases where other adjustments have been made pursuant to this Agreement.
3. Third horizontal line: rates from July 1, 2007 through June 30, 2008 which are 2.25% higher than on the preceding line.
4. All increases in wages shall be paid as follows: If the effective date falls in the first week of the two-week pay period, the wage increase shall be paid on the effective date or at the beginning of the pay period in which the effective date falls. If the effective date falls in the second week of the two-week pay period, the wage increase shall be paid at the beginning of the pay period immediately following the effective date.

All employees on the salary schedule shall move up one-half of one step on January 1, 2007, and shall move up one-half of one step on January 1, 2008, except those employees who are already at the top step. The rates for the half-step increases are reflected in the Appendix and denoted "half-step."

Those employees who are at the top step for their classification and have completed the required number of years of continuous service with the Employer shall continue to receive longevity pay in accordance with the schedule in place before the effective date of this Agreement. Commencing January 1, 2007, those employees who are at the top step for their classification and have completed the required number of years of continuous service with the Employer shall receive longevity pay in accordance with the following schedule:

<u>Years of Completed Service</u>	<u>Amount Per Quarter</u>
Less than 10 years	\$50/quarter
More than 10 years but less than 15 years	\$100/quarter
More than 15 years but less than 20 years	\$125/quarter
More than 20 years but less than 25 years	\$150/quarter
More than 25 years but less than 30 years	\$175/quarter
More than 30 years	\$200/quarter

The employee's years of completed service shall be based on the employee's anniversary date during the preceding calendar year, and shall be updated once per year, on January 1. For example, if an employee completes 10 years of service during calendar year 2007, the employee will move from the category "Less than 10 years" to the category "More than 10 years but less than 15 years" on January 1, 2008.

The step denoted as "Step 1" shall be considered the "start rate" or "start step" as those terms may be used in this Agreement. New employees who enter during the contract will enter on the start rate provided in such schedule; however, the hospital may start employees at a higher step than start based on ability, education, years of experience, and qualifications.

Central Supply Technician shall receive 50 cents an hour in addition to the negotiated increases.

LPN's who obtain IV certification shall receive an additional 25 cents per hour so long as they maintain such certification.

There is hereby created a Wage Scale Review Committee (the "Committee") composed of two (2) representatives designated by management and three (3) representatives designated by the Union. Management may call meetings of the Committee at any time and the Union may call a meeting of the Committee any two times during the 12 months between July 1 and June 30 of each year; all meetings shall be scheduled at a time and place which is reasonably convenient to all Committee members. The party calling the meeting shall specify which job categories shall be reviewed, and the Committee shall review the appropriateness of the current wage scale of

any category so specified. All members of the committee shall be provided the updated IHA survey and other relevant information. The Committee members will meet as necessary and strive to reach consensus on whether changes should be made to the scale for any specified category, and if so, what the changes should be. The Committee shall forward to the CEO its recommendation for any changes upon which there is a consensus, and if accepted by the CEO, the recommendation shall be implemented for such category. If the Committee is unable to reach consensus on changes to any category within two weeks after the first meeting, the CEO may increase (but not decrease) the scale for any such category which at that time pays less than the 75th percentile of wages reflected in the most recent Iowa Hospital Association survey, provided that the scale for any category may not be increased above the IHA 80th percentile without Committee consensus. Unless otherwise agreed, changes shall be made on the start step of a scale, and the remainder of the scale shall be changed in direct proportion to the change on the start step.

B. Payday

The Hospital shall pay on the Thursday immediately following the two-week pay period in which the wages were earned. Checks will be ready by 10:00 A.M. and can be picked up thereafter. If the payday falls on a scheduled holiday, checks will be available by 10:00 A.M. on the Wednesday immediately preceding the normal payday. Any substantial errors of the employer or the employee shall be immediately corrected. All other errors shall be corrected on the next paycheck.

C. Standby Pay

Any employee who is scheduled to be on call shall be paid \$1.50 per hour for each hour on call. All on call personnel on recognized holidays will receive \$2.00 per hour for each hour of such call. In addition, all actual time worked shall be paid at one and one-half (1-1/2) times hourly rate. Standby call within a Department shall be scheduled and worked in substantially equal frequency.

Employees who are called in shall be paid a minimum of one hour at one and one-half times their regular hourly rate each time they are called in to work. No employee except those in the Laboratory Department and X-ray shall receive more than eight, ten or twelve hours pay, whichever is applicable, at one and one-half times for any call-ins on shifts for which they are on standby status unless such time is actually worked. While any department is subject to these provisions, it primarily applies to Surgery, Laboratory, X-ray, Respiratory Therapy, Pharmacy, Engineering, Ambulance, Home Care and Hospice.

Employees who are released from scheduled hours of work due to low census and who are called back to work shall be paid one and one-half (1-1/2) times their regular hourly rate for all hours worked following the call back. This provision is not applicable where the employee has volunteered or requested such time off or release.

D. Call-Back Time

An employee who is off duty and is called back to work by the Employer shall be guaranteed a minimum of one hour or actual time worked, whichever is greater. Surgery call back time will begin at 3:00 pm for whichever employee is on call that day. A minimum of 30 minutes must lapse before a punch to be added at 3:00 pm. Example: if an on-call employee

punches out anywhere between 3:00 pm and 3:30pm that will not be considered call back, the time must be at least 3:30 pm.

Surgery call for an employee who is on call that day will begin when the employee punches out. Example: if an employee punches out at 4:00 pm in the day -- call time will begin at 4:00 pm, with one hour already allotted to call back from 3:00 pm to 4:00 pm.

If a surgery employee covers call for another surgery employee -- call still begins when the surgery employee who is covering call leaves. Example: if the call employee leaves at 10:00am and the employee covering call does not leave until 2:00 pm call begins at 2:00 pm.

E. Shift Differential

The Employer agrees to pay, in addition to the Employee's regular hourly rate, a shift differential of \$1.00 per hour for any regularly scheduled shift of which four (4) or more hours occur between 2:00 P.M. and 11:00 P.M. and a shift differential of \$1.25 per hour for any regularly scheduled shift of which four (4) or more hours occur between 11:00 P.M. and 7:00 A.M.

Employees shall not be eligible for shift differential pursuant to this Section as a result of an extension of their regular workday into a shift differential period. Employees entitled to shift differential shall receive the applicable shift differential for all hours worked.

F. Clinical Ladders

Employees in the category of Registered Nurse (RN), Clinic RN, Licensed Practical Nurse (LPN) and Radiology Technologist who qualify in multiple departments/ modalities, and who are willing and able to work when scheduled in the additional departments/modalities, shall be paid at a higher hourly rate for all hours worked, as reflected in the scales for 1 modality (MOD 1), 2 modalities (MOD 2) or 3 (or more) modalities (MOD3) in the Appendix (MOD 1 applies to employees who do not qualify for multiple departments/ modalities). Qualified employees may designate the additional departments/modalities for which they are qualified and they are willing to work, and will be designated as 1-modality, 2-modality or 3 (or more) - modality, accordingly. Employees may change such designation to reduce modalities, and their pay rate will be reduced accordingly. The available departments/modalities are as follows:

Rad Techs: general diagnostic, CT, mammography.

LPN's: community outreach, home care/hospice, BHU, OB, med/surg, surgery.

RN's: community outreach, home care/hospice, outpatient, BHU, OB, ICU, inpatient (med/surg), surgery, ER, cardiac rehab.

Upon adoption of the new scales for these positions, employees shall be placed on the step which is closest to their pay rate under the prior scales, without taking a cut in pay. The Radiology department will establish proficiency standards for each modality and will provide the necessary training and time for training for the Technologists so they can become proficient in at least two modalities.

G. Dual Classifications.

Employees who work in more than one classification shall be paid for all hours worked at the highest rate of pay for the classifications worked if the employee usually works fifty percent (50%) or more in the classification with the higher/highest rate of pay. Otherwise, the employee will be paid the rate of pay for the hours worked in each classification.

ARTICLE XV
HOURS OF WORK

A. Hours of Work Defined

Normal Workday. The normal workday shall be not more than eight and one-half (8-1/2) consecutive working hours in any twenty-four (24) hour period, including 1/2 hour off for meals without pay. The starting time of the scheduled shift is the beginning of the twenty-four hour (24) period. The normal workday for scheduling purposes is 11:00 P.M. to 11:00 P.M. It is recognized that there is a current practice of scheduling shifts for some employees at 12 hours, 10 hours, 8-1/2 hours, 8 hours and shorter and this language is not intended to change that practice. Should an employee be released from work before completion of their scheduled shift, PTO time can be utilized at the request of the employee for payment of lost scheduled hours.

Normal Workweek. The normal workweek shall be not more than five (5) days in a workweek running from 11:00 P.M. Saturday to Saturday.

Work Schedule. The Hospital shall post a four-week to six-week work schedule two weeks in advance of the first working day covered by a schedule. The work schedule will not be subject to change after it is posted unless circumstances are created beyond the control of the Hospital. However, employees may agree to exchange scheduled days, provided no overtime is created, upon twenty-four (24) hour prior notice to, and approval by, the supervisor. The Employer acknowledges the Union's desire that the Employer attempt to schedule employees with a schedule that has a similar pattern to previous schedules, i.e., same days off and shift assignments.

B. Scheduled Weekend (Saturday and Sunday) Work

The employer shall endeavor to provide employees with every other weekend off the schedule.

C. Overtime

Any employee working in excess of forty (40) hours in any normal workweek shall be paid one and one-half (1-1/2) times such employee's regular rate of pay for each hour and portion thereof worked. Hours worked on a holiday that are paid at the holiday overtime rate shall not be excluded from the regular overtime calculation. There shall be no pyramiding of overtime hours.

D. Weekend Shifts

Weekend shifts shall be defined as those shifts in which the major portion of the shift is worked on Saturday and Sunday.

E. Split Shift

A split shift is defined as a situation where an employee is scheduled to start work at two separate times in a normal workday. Employees working a split shift shall be paid a premium of one hour's pay a day in addition to their regular rate of pay. The premium shall be paid at the employee's regular hourly rate and shall be excluded from any overtime or benefit calculations.

F. Meetings and Inservice

If an employee is requested to attend meetings or inservice meetings called by the employer outside the regularly scheduled hours of work, they shall be paid for all time spent in the meeting or a minimum of one hour, whichever is greater. Employees who have scheduled PTO or who are on sick leave on days of mandatory inservice meetings will not be required to attend those meetings but will be required to attend special presentations upon their return to work.

G. If employees are sent home due to low census, the Employer shall, whenever reasonably possible consistent with management's judgment on maintaining the necessary mix of skills and abilities and minimizing overtime, send employees home in the following order: 1) temporary agency personnel, 2) casual employees, 3) part-time employees starting with those with the lowest number of regularly scheduled hours, and 4) full-time employees, unless an employee who is later in this order volunteers to leave.

ARTICLE XVI
EMPLOYEE HEALTH

A. The comprehensive Health and Dental Insurance program for employees maintained by the Employer shall contain two options with the following features:

OPTION I:

Deductible*:

\$1000/Individual \$2000/Family

Out of pocket maximums:

In-Network	\$1200/Individual	\$2400/Family
Out-of-Network	\$2400/Individual	\$4800/Family

CoPays:

Services rendered at GRMC	95/5
Services rendered In-Network	80/20
Serviced rendered Out-of-Network	70/30

Premiums to be paid by the employee, with the Employer paying the balance of the premiums:

	Single/mo	Family/mo
Full-time	\$30	\$110
90%	\$40	\$120
80%	\$50	\$130
70%	\$60	\$140
60%	\$70	\$150
50%	\$80	\$160

Deductible*:

\$500 Individual \$1,000 Family

Out of Pocket Maximums:

In-Network	\$600 Individual	\$1200 Family
Out-of-Network	\$1500 Individual	\$3000 Family

Copays:

Services rendered at GRMC	95/5
Services rendered In-Network	80/20
Services rendered Out-of-Network	70/30

Premiums to be paid by the employee, with the Employer paying the balance of the premiums:

	Single/mo	Family/mo
Full-time	\$45	\$145
90%	\$55	\$155
80%	\$65	\$165
70%	\$75	\$175
60%	\$85	\$185
50%	\$95	\$195

* Employees and family members will pay no deductible for care provided by Greater Regional Medical Center, GCH Medical Clinic or Lenox Clinic.

Ancillary services that are offered and available daily at Greater Regional, but are provided somewhere other than Greater Regional, due to employee's choice, will be paid at 70/30. A list of Ancillary Services covered under this provision shall be made available for employee review. Changes in services must be communicated to employees in a timely manner.

The out-of-pocket maximums include the deductible.

Employees may change from one option to the other one time per year, effective January 1.

The Health plan shall be a Preferred Provider (PPO) plan. The Dental Insurance program shall be subject to such deductibles and coinsurance amounts as specified by the plan carrier.

B. The portion of the health and dental insurance (deductible, co-insurance and premium) paid by covered employees shall not be changed during the term of this agreement except for the portion of the premium charged to part-time personnel earning a pro-rata share of this benefit. In such cases, the portion of the premium paid by the part-time employee may be changed (increased or decreased) due to variations in the hours worked by the employee.

C. The Employer reserves the right to select the method for providing such coverage through a self-funded program, a third-party insurer, or other health insurance program.

D. The Employer shall continue to pay that portion of the premium for medical and dental insurance required of the employer when an employee is on an approved paid sick leave.

E. The Employer may require that new hires will be hired on a conditional basis of passing a drug test provided at the hospital's cost performed by a hospital-designated provider. Thereafter, the Employer may require employees to have annual TB tests or other screens required by Health Department rules; and other examinations, screens or health assessments which are job related and consistent with business necessity, as determined on an individual and/or job category basis, in accordance with applicable law. Examinations required by the Employer shall be at the Employer's expense.

F. Employees will be provided, at no cost, \$20,000 term life insurance. In addition, the Employer will maintain for the employee the option to purchase (at employee's cost) up to an additional \$20,000 of coverage on the employee's life. The employee may also purchase (at employee's cost) dependent life insurance coverage. Upon retirement, employees may elect to continue life insurance coverage at their own cost. The amount of term life insurance coverage provided by the employer shall not change during the term of this agreement.

G. Employees who are married and are both employed by the Employer and are eligible to receive individual health insurance coverage may elect to have individual and dependent coverage issued to them as a family unit. They shall designate the primary and secondary insured and such insurance will be provided at no charge for premiums.

H. The hospital emergency room fee shall be waived for employees covered by this contract. This waiver shall not extend to other emergency room costs including pharmacy, supplies, minor surgery and physician fees.

I. The hospital will continue the pre-tax plan for employees for payment of health care insurance premium, co-payments and deductibles, optional life insurance premiums, and dependent care expenses consistent with IRS rules and regulations and guidelines.

J. The Employer will pay the cost of preventive health care for each covered employee, in addition to benefits existing prior to the execution of this Agreement, and including routine physical examinations, not to exceed One Hundred Fifty Dollars (\$150.00) per employee per calendar year. The

employee's deductible and coinsurance obligations shall not apply to this benefit, and this benefit shall not count toward the employee's deductible or maximum out-of-pocket limitation.

ARTICLE XVII

PAID TIME OFF (PTO)

A. **Eligible Employees**

The employer agrees to provide a paid time off (PTO) program for all full and part-time employees as defined in Article IV, paragraphs A and B. Each eligible employee shall earn paid time off in accordance with the following schedule:

<u>Years of Service</u>	<u>Hours Earned</u>
0 through 6 years	7.69 per 80 hours worked (25 days per year FTE) Maximum
7 through 12 years	9.23 per 80 hours worked (30 days per year-FTE) Maximum
13 through 20 years	10.77 per 80 hours worked (35 days per year-FTE) Maximum
Over 20 years	11.38 per 80 hours worked (37 days per year-FTE) Maximum

B. **Utilization of Paid Time Off**

Paid time off shall be used by an employee who has accrued PTO when the employee takes:

- Holidays
- Vacations
- Personal Leave
- Bereavement Leave
- Sick Leave

(See appropriate Articles for description of above items.) Employees normally scheduled to work a particular day and are called off or sent home early (voluntarily or involuntarily) due to low census or lack of work may elect to utilize or may elect not to utilize PTO for that day or portion of the day the employee did not work. Employees who miss scheduled work due to low census will not lose PTO accumulation or any other benefits for that time. The Employer shall endeavor not to schedule an employee for standby for twenty-four hours commencing on the date and start of the shift for which they have taken PTO time. Holiday PTO shall not be subject to this provision.

Except in case of emergency, for an employee to utilize PTO hours after a schedule is posted as outlined in Article XXIII, Hours of Work, they must give 24 hours notice so long as the employee finds his/her replacement and there is no overtime, otherwise 72 hours.

PTO requests will not be unreasonably denied.
PTO may not be utilized in less than one hour increments.

C. Payment For Paid Time Off

For each hour of PTO utilized by an employee, the employee shall be paid 1 hour at their regular hourly rate of pay. No additional pay, such as shift differential, shall be included in the computation of payment for PTO.

D. Accumulation of Paid Time Off

Employees may accumulate PTO up to a maximum limit for their years of service category. The maximum limits are equal to 1-1/2 times the normal annual accumulation. The limits are as follows:

<u>Years of Service</u>	<u>Maximum Limit</u>
0 through 6	300 Hours
7 through 12	360 Hours
13 through 20	420 Hours
over 20 years	444 Hours

Upon reaching the maximum limit, employees must make arrangements to reduce their account of PTO by a minimum of 10% of the hours in the account. Employees may accomplish this reduction by either taking PTO or exercising their "sell-back" option (see paragraph F.). Additional PTO shall not be accumulated in the employee's account until the account has been reduced by the minimum amount specified.

E. Layoff, Leave of Absence, Sick Leave, Workers Compensation Leave

PTO is accrued based on the hours worked by an employee. Employees will not accrue PTO during any period of layoff, leave of absence, sick leave or workers compensation leave. However, the amount of PTO accrued by an employee prior to the layoff or leave shall be retained by the employee less any time utilized by the employee during the layoff or leave.

Employees who are laid off or take a leave of absence may elect to utilize their entire amount of PTO. Accrued PTO shall be utilized during the 1st, 2nd and 3rd days of sick leave. (See Sick Leave). PTO may be utilized during an uncompensated portion of a workers compensation leave.

F. Sell Back Option

One time each year, anytime during the year, an employee may elect to "sell" accrued PTO to the employer. The following guidelines must be met in order for an employee to qualify to "sell" accrued PTO:

1. The employee's account contains not less than the number of hours normally accrued by a full-time employee with an equal number of years of service during one year's employment.

2. The number of hours to be "sold" by the employee does not reduce their account to less than the number of hours normally accrued by a full-time employee with an equal number of years of service during six (6) months' employment.
3. An employee may not have "sold" PTO during the previous 11 months.

For each hour the employee "sells" to the employer, the employee shall receive 1 hour of pay at a rate equal to one hundred percent (100%) of their regular hourly rate. No additional pay, such as shift differential, shall be included in the computation of payment.

G. Termination of Employment

If an employee voluntarily terminates employment in compliance with Article XXX, they shall be paid for each unused PTO hour accrued to the employee at the time of termination. The employee shall receive 1 hour at their regular hourly rate (in effect at the time of termination) for each accumulated hour of PTO. No additional pay, such as shift differential, shall be included in the computation of payment. If an employee is involuntarily terminated, they will still receive their unused/accrued PTO.

H. Overtime Exclusion

All PTO taken, paid or sold during any week shall be excluded from the employee's total hours for that week for the purpose of computing overtime.

ARTICLE XVIII

HOLIDAYS

- A. The following six (6) days are recognized as holidays:

New Year's Day - January 1
Memorial Day - Last Monday in May
Independence Day - July 4
Labor Day - 1st Monday in September
Thanksgiving Day - 4th Thursday in November
Christmas Day - December 25

- B. Any employee scheduled to work on a holiday shall receive one and one-half (1-1/2) times their regular hourly rate for each hour worked on the holiday. No time will be charged to or paid from an employee's PTO account.

For those employees on a Monday through Friday workweek, if a holiday enumerated above falls on Saturday, the preceding Friday shall be granted, and if a holiday falls on Sunday, the following Monday shall be granted. Any employee working on the above mentioned Friday or Monday will not be paid at the time and one-half rate. For other than those employees, the holiday shall be deemed to fall on the day on which the holiday occurs.

C. Any employee working on Thanksgiving or Christmas, including employees on standby, will be paid Fifty Dollars (\$50) for the day on those two holidays in addition to any other compensation.

D. If a holiday occurs on an employee's normally scheduled day off and the employee works their scheduled hours during the week the holiday occurs, no time will be charged to or paid from an employee's PTO account.

E. For all employees scheduled off on the actual holiday (except as indicated in paragraph D.), the number of hours normally worked by an employee shall be charged to the employee's PTO account and the employee paid accordingly, provided their PTO account contains enough accrued time to cover the hours.

ARTICLE XIX

VACATIONS

A. Scheduling of Vacation

Employees with seniority within a department shall be given preference if their vacation request is made at least sixty (60) days in advance. Sixty (60) days prior to the requested vacation or seven (7) calendar days after receipt of the request, whichever occurs later, the employee shall be advised if the request was approved. Requests made within sixty (60) days of the vacation shall be on a first-come, first-served basis, and within seven (7) calendar days of the request, the employee shall be notified regarding approval.

If an employee schedules a vacation for seven (7) days or more in duration and the scheduled vacation includes two (2) consecutive weekends, such a request if submitted sixty (60) days prior to the vacation and prior to the publication of a schedule pursuant to Article XV Hours of Work will not be rejected because it includes two (2) weekends. The employer will exercise its rights to fill a schedule by requiring others within the affected department to work the weekends covered by such a vacation.

If a request for a vacation is submitted after sixty (60) days prior to the requested vacation, the employer is not obligated to allow the requested vacation nor to allow it to encompass two (2) consecutive weekends and shall only permit such an event to occur if the employee finds a replacement for the weekend they would normally be scheduled to work.

The current practice of permitting employees holding similar jobs to switch scheduled weekends upon advising their supervisor shall be continued.

The parties recognize that the employer has the right to determine the number of employees within each department that may be on vacation at any given time. Vacations shall be granted at times and in amounts most desired by employees whenever operations permit. Once vacation periods have been scheduled, the employer shall make changes in employee vacation schedules only to meet unanticipated staff shortages or emergencies. In the event the employer finds it necessary to cancel a scheduled vacation, the affected employee may reschedule his or her vacation with supervisory approval. The employer agrees that employees will not be required to return to work during their vacation period.

If an employee on vacation qualifies for sick leave benefits, paid time off for vacation shall terminate the day the employee is eligible for paid sick leave.

B. Paid Time Off Account

Hours of vacation time taken by an employee will be charged against an employee's PTO at a rate of 1 hour for each hour of vacation time but not to exceed 40 hours in any week. If the employee does not have an adequate amount of hours in their PTO account to cover the requested vacation time, vacation may not be taken, except due to extenuating circumstances approved in advance by the Department Director. This time will be taken without pay.

ARTICLE XX
SICK LEAVE AND LTD

A. Sick Leave

The employer shall maintain a protection program for employees who must miss scheduled work time due to the illness or injury of the employee. The program shall apply to sick leave commencing on or after July 1, 2004, and shall cover full-time and part-time employees who have completed their probationary period prior to commencement of sick leave.

1. Beginning with the 4th day of scheduled work missed, the employee shall be paid at the rate of 1 hour for each scheduled hour missed at 80% of their regular hourly rate. No additional pay, such as shift differential, shall be included in the computation of payment.

2. Sick leave benefits cease at the end of 180 calendar days from the date of beginning the leave. If an employee on sick leave returns to work and then must miss scheduled work time again due to the illness or injury of the employee, the employee's total sick leave benefit will be subject to the original 180 calendar day limit, except as follows:

a. If the employee's absence is due to the same or a related cause as the prior absence, then the employee will be eligible to start a new 180-day period if the employee worked his or her regular schedule for three (3) full consecutive weeks before starting the new absence.

b. If the employee's absence is due to an unrelated cause, then the employee will be eligible to start a new 180-day period if the employee worked his or her regular schedule for one (1) full week before starting the new absence.

c. If an employee is denied long term disability coverage during the first 12 months of the long term disability plan called for in the following section of this contract, and the denial is based on plan exclusion of a preexisting condition, the employee shall remain eligible for sick leave until the earliest of (i) qualification for long term disability coverage because the preexisting condition limitation has expired, or (ii) two calendar years from the date of beginning the leave.

3. Such sick leave payments shall be for full-day increments unless they are part of a light-duty program.

B. Long Term Disability Insurance

The employer shall obtain and pay the premium cost of a long-term disability insurance policy issued by a reputable insurer qualified to do business in the state of Iowa, containing the following minimum terms:

1. No longer than a 180 day qualifying period, which may be concurrent with periods of paid or unpaid sick leave.

2. A monthly benefit equal to not less than 66 2/3% of salary with a maximum monthly benefit of no less than \$6000.

3. A benefit duration of no less than five (5) years (excluding special conditions for mental illness or other specified conditions).

4. An "own occupation" limitation of no less than 24 months.

5. Coverage of all employees who regularly work 20 or more hours per week.

6. Employees on paid sick leave shall be maintained in employment status with the same health insurance benefits and return-to-work rights as provided under the FMLA policy, even if the sick leave exceeds the FMLA policy coverage period. Employees who have exhausted their paid sick leave and are unable to return to their prior position may be separated from employment with notice of COBRA rights under the health insurance plan; employees in this situation who have not applied for long-term disability insurance will be provided notice of termination and long-term disability application information thirty (30) days prior to termination.

7. Upon request the employer will provide employees or their representatives with forms and contact information required to apply for LTD benefits. The employee shall be responsible for making a timely and complete application.

C. PTO Account

Employees with accrued PTO shall utilize PTO for the 1st, 2nd and 3rd days of scheduled work missed due to illness or injury. Employees with accrued PTO will receive 1 hour at their regular hourly rate for each hour of scheduled work missed on these days.

D. Proof of Illness

The employer reserves the right to require employees to produce medical proof of illness in order to qualify for sick leave benefits or to utilize PTO. The employer may, at its cost, require a second medical opinion for employees placed on sick leave or restricted duty by their physician. If a disagreement exists between the employee's physician and the physician selected for the second opinion, the physicians involved will be asked to select a third physician to review the case. The decision of the third physician will be accepted as final by all concerned parties. Cost of the third physician will be paid by the employer.

E. Light-Duty Program

The Employer may establish a light-duty program for employees who are on worker's compensation leaves or disability leaves. In such instances, an employee may be called back at such time as the treating physician releases the employee for work subject to restrictions and may be assigned work which is in compliance with the limitations and restrictions placed upon the employee pursuant to the release from the treating physician. The employee may be assigned work for less than a full day. The employee shall be paid at their current hourly rate of pay for all hours worked, and the balance of their hours shall be paid under applicable worker's compensation or disability programs.

F. Elective Surgeries

Employees shall make every effort to schedule elective surgeries at times that do not unduly disrupt staffing in their department.

ARTICLE XXI **LEAVES**

A. Personal Leave

Personal leave time will be charged against an employee's PTO account at the rate of 1 hour for each hour of scheduled work missed due to personal leave.

B. Jury and Legal

Any employee required to perform jury duty or to appear and testify in any judicial proceeding during the employee's working time shall be granted leave for such purposes and shall be paid 1 hour at their regular hourly rate for each hour of scheduled work missed, provided any other compensation received by the employee for such jury duty is surrendered in full to the employer less travel and personal expenses paid for jury service. Jury and legal leave shall not be charged to an employee's PTO account.

C. Bereavement Leave

An employee shall be granted leave for each death in the employee's immediate family which is defined as an employee's spouse, child, parent, brother, sister, mother or father-in-law or son or daughter-in-law. Employees may also be granted leave to attend the funeral of others outside the employee's immediate family as defined above or to serve as pallbearer with supervisory approval for each leave requested. Bereavement leave will be charged against an employee's PTO account at the rate of 1 hour for each hour of scheduled work missed.

D. Military Leave

A leave of absence consistent with Iowa Code § 29A.28 and the Uniformed Services Employment and Reemployment Rights Act of 1994, 38 USC 43, will be provided.

E. Extended Leave

An employee may be granted a leave of absence without pay, fringe benefits or credit toward advancement on the salary schedule upon prior written application to and approval by the CEO

or their designee, in their sole discretion. The leave of absence, if approved, shall be granted without loss of accrued employment benefits that have been earned prior to the leave unless the position no longer exists, in which case the employee shall be placed in a similar or comparable position if feasible. Employees are not guaranteed the same position upon return after a leave of absence.

ARTICLE XXII

EDUCATIONAL DEVELOPMENT

A. Reasonable time off may be allowed without deduction in pay within the limits of the hospital's staffing needs and budget for attendance at professional and technical meetings. Reimbursement for educational development shall be in accordance with the hospital's education reimbursement policy. The employer will attempt to adjust employees' hours of work to accommodate employees who are attending school off duty, if requested by the employee. This will not require the employer to force another employee to give up hours or to accept a schedule to which they object.

B. The Hospital will maintain a Section 127 Educational Assistance Plan in the form attached as Exhibit C. The provisions of Exhibit C granting decision-making authority to the Plan Administrator shall not be deemed to be a waiver of the Union's grievance rights.

C. CEU Days

The hospital will pay for the tuition cost of the course, as well as the time the employee actually spends in the class for any course that is required by law or the hospital for their job. The hospital will maintain a list of courses mandated by the hospital. For example, PCC Relief nurses must have TNCC, PALS or ENPC, and ACLS in order to work as a PCC Relief; the hospital will pay for the course and their time while attending the course. Arrangements must be made through the department director for these courses.

For any other courses that are not required for their job but are voluntarily taken to acquire the appropriate number of CEU hours for license or certification renewal, or to just expand their knowledge base, the hospital allows up to twenty-four (24) paid CEU hours a year to be taken in at least one-hour increments. The hospital will only reimburse at an employee's base hourly rate for the number of CEU's earned. For example, an employee attends a seminar lasting five hours and earns 3 CEU credits for that seminar. The employee must turn in a copy of their certificate of completion along with a request for payment of 3 CEU (not 5) hours to the payroll staff. The request must be approved and signed off by the department director. The hospital will not pay tuition/registration costs.

The hospital will cover the registration expenses for employees to attend approved job-related conferences or seminars per fiscal year. The employee must complete a green Meeting Attendance Request form and submit it to their supervisor for approval prior to registering for any conference or seminar. Approval is discretionary to the department director and the administrative staff. The amount of expenses related to each request will be considered during the approval process. Reimbursable expenses may include: mileage, airfare, meals, hotel, telephone, etc. Approval must be obtained in advance, with anticipated

expenses itemized for approval. Receipts must be turned in to the department director for approval after the conference attached with a green Reimbursable Expense Account form.

ARTICLE XXIII

OTHER BENEFITS

Employees shall be granted the following benefits not otherwise covered by the agreement:

1. Trading of scheduled days or shifts with supervisory consent if no overtime is incurred.
2. Unpaid leave for P.T.A. or doctor's appointment with supervisory consent.
3. Merit awards.
4. Pharmacy discounts (if allowed by law).
5. Immunization of employees upon recommendation of medical staff.
6. Cafeteria discount (employer reserves the right to increase meal cost without notice).
7. One (1) fifteen (15) minute coffee break for each shift of four (4) hours or less; two (2) fifteen (15) minute coffee breaks for each shift of six (6) hours or more.
8. Thanksgiving and Christmas meals at no cost to employees working those holidays.
9. Coffee or tea at meals and breaks with no charge to employees.
10. Coffee pots may be maintained in the departments by employees (coffee provided by employer).
11. The employer, during the term of this agreement, may institute additional programs not covered by this agreement which benefit employees. The establishment and operation of such programs shall not be subject to the grievance procedure or require the contract to be reopened.
12. Employees required to travel with a patient being transported to another facility shall be reimbursed for the reasonable cost of meals provided that (1) the transport is of over 50 miles one way; (2) the employee submits receipts for such meals and; (3) the transport time covers a recognized meal period. A maximum limit of \$8 is placed on each meal. Employee is responsible for completing and submitting an expense voucher. Payment will be made at the end of the month with other expense items.
13. The employer will charge only one dollar (\$1) per hour per child, with a minimum of two hours, for use of the sick child infirmary.

ARTICLE XXIV

LABOR-MANAGEMENT MEETINGS

The Employer and the Union agree to establish labor-management meetings in accordance with the following procedure. Such committee shall consist of three (3) people chosen by the Employer and three (3) employees designated by the Union and shall meet at least once every quarter at a mutually agreeable location and time. The Director of Human Resources

and the Union President shall attend committee meetings in an advisory capacity. The purpose of the committee shall be to afford both labor and management a forum in which to communicate on any item that may be of interest to both parties. The committee is established as a communications vehicle only and shall not have authority to bind either the Union or Employer with respect to any of the items discussed. However, the parties will make an effort to resolve issues which may come before the committee. Union representatives may be in pay status for all time spent in labor-management meetings which are held during their regularly scheduled hours of employment.

ARTICLE XXV

DRUG ABUSE POLICY/FAMILY MEDICAL LEAVE

The parties have agreed to a drug abuse policy and a family medical leave policy attached as Exhibits A and B. Should the law change during the life of this contract, the Employer will modify such policies consistent with such changes of law and the policies may be negotiated as part of the renewal of this agreement.

ARTICLE XXVI

EMPLOYEE EVALUATIONS

Employees shall be evaluated by their department manager or supervisor, at specified intervals, regarding their ability, knowledge, and competency in completion of assigned duties. Evaluations shall be based upon job description and competency requirements for the employee's position. Evaluations shall be written, discussed with the employee, signed and dated by the employee and evaluator, and retained in the employee's personnel file. The employee shall have the right to attach written comments, at the time of the evaluation, and have such comments retained with the evaluation. Evaluations may be considered in decisions regarding retention of the employee in the positions. Evaluations shall not be subject to the grievance procedure unless discipline is involved.

ARTICLE XXVII

BULLETIN BOARDS

The Employer shall provide a bulletin board to the Union at no cost. The bulletin board shall be no smaller than 4 feet by 4 feet and shall be in a location which is readily accessible to all unit employees.

ARTICLE XXVIII

PERSONNEL FILES

A. Records

Every employee shall have only one complete personnel file and a separate employee health file. The personnel file and employee health file shall be maintained in the central personnel office of the Employer, in Creston, Iowa. Every employee may, during his or her non-duty hours and during regular office hours of the personnel office, as applicable, inspect his or her files at such office, and shall be allowed to make copies of anything contained therein.

Any employee shall have the right to respond in writing to any adverse comment or incorrect information contained in his or her personnel file or employee health file, and such comment shall be kept in the employee's file as long as the challenged comment or information remains in the file.

B. Copies of File

The Employer may make duplicate copies of any personnel file. Such duplicate files may contain all or part of the contents of the original file, but shall not contain any material not contained in the original file. If the Employer maintains duplicate files, the original file shall contain the number and location of such duplicate file or files, and the employee may inspect such duplicate file upon giving the Employer reasonable notice.

C. Maintenance of Material

The Employer agrees to keep confidential the background investigation performed on any employees.

D. Any written reprimand shall be removed from the Employee's personnel file after three (3) years.

ARTICLE XXIX

PARTIAL INVALIDITY

Should any part of this Agreement or any provision contained herein be declared invalid by operation of law or by any tribunal of competent jurisdiction, such invalidation of such part or provision, shall not invalidate the remaining portions hereof and they shall remain in full force and effect, and the parties agree to meet and renegotiate that portion or portions held invalid.

ARTICLE XXX

TERMINATION OF EMPLOYMENT

A minimum of two (2) weeks' written notice of resignation of employment shall be given by nonprofessional employees, and three (3) weeks by professional employees, unless waived in writing or in case of death. An employee who resigns without proper notice is not eligible to receive any payment for accrued but unused PTO's. A termination interview shall be arranged at the request of the employee or the Director of Human Resources.

ARTICLE XXXI
PROBATIONARY EMPLOYEES

The probationary period shall be one hundred eighty (180) days. All fringe benefits called for herein shall not be available to employees who are on the first ninety (90) days of probation status. PTO accrual will begin on the date of employment but usage of PTO hours cannot occur until after the first ninety (90) days of the probationary period.

ARTICLE XXXII
DUES DEDUCTION

Upon receipt of a voluntary written individual order from any of its employees covered by this Agreement, on forms provided by the Union, the Employer will deduct from the pay due such employee those amounts as specified below.

Such order shall be effective for membership dues, deductions for life insurance plans, COPE, and other such deductions as are mutually agreed upon by the Employer and the Union. Such deductions shall become due after the authorization order has been delivered to the payroll office. Deductions shall be made only when the employee has sufficient earnings to cover same after deductions of Social Security, Federal Taxes, State Taxes, Retirement Health Insurance, and Life Insurance. Deductions shall be in such amount as shall be certified to the Employer in writing by the authorized representatives of the Union.

The Employer will remit all such deductions to the Union within ten (10) working days after the payday covering the pay period of deduction to an address provided the Employer by the Union.

Such authorization orders shall be terminable at any time by the Employee giving at least thirty (30) days, but not more than one hundred twenty (120) days, written notice to the Employer.

The Union agrees to indemnify and hold harmless the Employer from any payments the Employer may be required to make arising out of any such action taken or not taken by the Employer for the purposes of complying with the provisions of this Section.

C.O.P.E. AND DUES DEDUCTION

Upon receipt of a voluntary written individual order from any of its employees covered by this Agreement, the Employer will deduct from the pay due such Employee those amounts as specified by the Union.

PAYROLL DEDUCTION AUTHORIZATION
FOR VOLUNTARY POLITICAL CONTRIBUTIONS

I hereby authorize SEIU, LOCAL 199, to deduct from my pay the sum of \$ _____ per month and to forward that amount to SEIU, LOCAL 199, COPE-PAC. This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payments to SEIU, LOCAL 199, COPE-PAC are not conditions of membership in the

Union or of employment with the Union and that SEIU, LOCAL 199, COPE-PAC, will use the money it receives to make political contributions and expenditures in connection with Federal, State and Local elections.

This payroll deduction authorization will continue in effect until you have received a written notice of cancellation or revision signed by me.

Please print:

_____ Last Name	_____ First Name	_____ Social Security Number
_____ Street Address		_____ City, State & Zip Code
_____ Date		_____ Signature

ARTICLE XXXIII

PERSONNEL POLICIES

It is understood that the employer maintains an employee handbook and an administrative policy and procedures manual (the "manuals") describing the rules, regulations and benefits of general effect on all employees. Such rules and regulations shall be reasonable and uniformly applied. Employees shall be provided a copy of the manuals and any revisions to such manuals. Employees shall be subject to the rules and regulations described in the personnel policy and afforded such benefits as are described in the manuals. In the event of a discrepancy between the manuals and this agreement, the agreement shall take precedent for all bargaining unit employees.

The manuals are subject to change with thirty (30) days' written notice to employees.


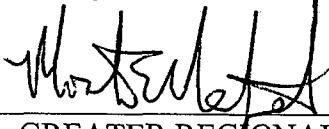
ARTICLE XXXIV

UNIFORMS

Should the employer require uniforms in an area or department or propose to change uniforms, the affected employees' input will be sought and considered.

ARTICLE XXXV
TERM OF AGREEMENT

This agreement constitutes the complete understanding and agreement between the parties hereto and shall be in full force and effect from July 1, 2006, to June 30, 2008.

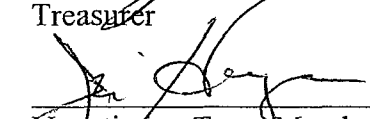
 _____ PRESIDENT, GREATER REGIONAL MEDICAL CENTER EMPLOYEES ASSOCIATION, SEIU LOCAL 199	 _____ CEO, GREATER REGIONAL MEDICAL
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Secretary



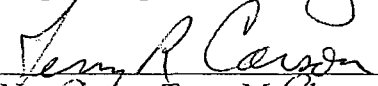
Treasurer



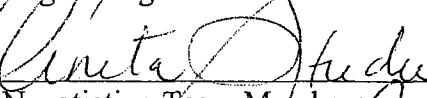
Negotiating Team Member



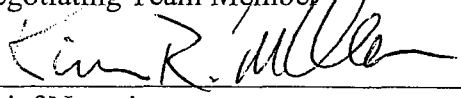
Negotiating Team Member




Negotiating Team Member



Negotiating Team Member



Chief Negotiator



President, SEIU Local 199

EXHIBIT C

GREATER REGIONAL MEDICAL CENTER **SECTION 127 EDUCATIONAL ASSISTANCE PLAN**

Section 1

NAME, PURPOSE, EFFECTIVE DATES, AND PLAN YEAR

(a) Greater Regional Medical Center, Creston, Iowa (the "Employer") hereby establishes, effective January 1, 2002, a plan for the provision of educational assistance for the benefit of eligible employees of the Employer.

(b) This Plan is designed to furnish educational benefits to assist employees to maintain and improve their working skills. It is the intention of the Employer that the educational assistance provided under the Plan be eligible for exclusion from the employees' income to the maximum extent possible under Internal Revenue Code Section 127(a).

(c) The effective date of the Plan shall be January 1, 2002.

(d) The records of the Plan shall be kept on the basis of a Plan Year that is the calendar year.

Section 2

DEFINITIONS

The terms used herein shall have the following meanings, unless a different meaning is clearly required by the context:

(a) "Code" shall mean the Internal Revenue Code of 1986, as now in effect or as it may be amended hereafter, and includes any regulations or rulings issued thereunder.

(b) "Covered Costs" means the tuition, fees (including seminar fees) and costs of books and non-returnable supplies and equipment paid or incurred by a participant in an educational course, as approved by the Plan Administrator. Such term shall not include the cost of any tools or supplies purchased by a participant that could be kept and used by the participant after the course is completed, or the cost of meals, lodging or transportation incurred by a participant incidental to taking an educational course. Educational courses shall not include any course which instructs the participant in any sport, game or hobby. Covered Costs may not exceed the Code limitations (currently \$5,250 per employee, per year).

(c) "Plan Administrator" means Greater Regional Medical Center, Creston, Iowa.

Section 3

ELIGIBILITY AND BENEFITS

(a) Eligible employees will include those employed on regular full-time or part-time status (regularly scheduled a minimum 20 hours per week) who have completed their initial probationary period. Temporary and casual employees are not eligible.

(b) Eligible educational courses include classes of study which are related to or support the employee's job abilities in his or her current position or another position for which the employee might become eligible at Greater Regional Medical Center.

(c) Requests for educational assistance shall be submitted for approval by the Department Director and the Administrative Staff.

(d) Approval of a request will depend on the nature of the requested course of study, the relationship between the course of study and the employee's position or prospective position of employment, the cost/amount of assistance requested, the number of requests for a specific area of study at any given time, and the overall budget dollars available for this program at any given time.

(e) In most instances, employees whose applications are approved will be reimbursed at 50 percent of approved Covered Costs upon approval, and 50 percent upon proof of successful completion of the educational course with a grade of "C" or better. Receipts must be provided, and the employee will be required to sign an agreement to repay the entire amount of the reimbursement received if the employee should fail to pass with a grade of "C" or better, or should voluntarily reduce his or her hours to less than part-time or voluntarily leave employment with Greater Regional Medical Center within less than a 12-month period after completion of the course.

(f) Employees are required to submit the request for assistance and receive approval prior to the beginning of the educational course.

(g) Employees must try to schedule educational courses outside of their regular work schedule. In rare instances, supervisors may be able to work around an employee's class schedule. This Plan does not provide for employees to receive pay for time spent in educational courses.

Section 4 FUNDING

The Employer may contribute the amount required to pay benefits under this Plan out of the general assets of the Employer at the time such benefits are to be paid. There shall be no requirement of a special fund out of which benefits shall be paid, nor shall participants be required to make contributions as a condition of receiving benefits.

Section 5 AMENDMENT OR TERMINATION

This Plan may be amended or terminated at any time by the Employer, subject to approval of the Greater Regional Medical Center Employees Association with respect to employees covered by the collective bargaining agreement.

Section 6 MISCELLANEOUS

(a) If a participant ceases eligibility for or participation in the Plan for any reason, no benefits shall be paid to the former participant for expenses incurred after the date of such change; and no requests for benefits may be made after such date for Covered Costs incurred prior to such date.

(b) The Plan is intended not to discriminate in favor of highly compensated employees (as defined in Code Section 414(q)) as to eligibility to participate or benefit distribution, and to comply in this respect with the requirements of Code Sections 127(b)(2) and (3) and the regulations to those sections.

(c) If any benefit under the Plan becomes taxable, whether as a result of nondiscrimination tests or payment of benefits in excess of statutory limits, any employment tax withholding owed with respect to the taxable portion of any benefit shall be deducted from the employee's other compensation in the same calendar year in which the benefit is provided.

(d) All final decisions interpreting provisions of the Plan shall be the responsibility and authority of the Plan Administrator.

(e) Nothing contained herein shall impose on any officers or directors of the employer any personal liability for any benefit due to an employee pursuant to this Plan.

(f) Any rules, regulations or procedures that may be necessary for the proper administration or functioning of this Plan that are not covered in this Plan shall be promulgated and adopted by the Plan Administrator.

(g) This Plan shall not give any employee the right to be retained in the service of the Employer, or interfere with the right of the Employer to discharge any employee at any time regardless of the effect which such discharge shall have upon such person as a participant in this Plan. This Plan shall not restrict any employee's right to terminate his or her employment at any time, subject to the repayment provisions set forth herein.

(h) If any provision of this Plan shall be held invalid for any reason, such invalidity shall not affect the remaining parts of this Plan, and this Plan shall be construed and enforced as if such invalid provisions had never been included.

(i) This document sets forth the entire Plan. Except as provided in this Plan, no other employee benefit plan which is, or may hereafter be, maintained by the Employer shall constitute a part of this Plan.

IN WITNESS WHEREOF, the Employer has caused this Plan to be executed this _____ day of _____, 2002, to be effective as of January 1, 2002.

GREATER REGIONAL MEDICAL CENTER

By: _____

Title: _____

GREATER REGIONAL MEDICAL CENTER

**EDUCATIONAL ASSISTANCE
WORK/REPAYMENT AGREEMENT**

Employee Name: _____

This document is to be signed by employees of Greater Regional Medical Center (GRMC) who have been offered educational assistance under the GRMC Section 127 Educational Assistance Plan.

BY SIGNING BELOW, I AGREE AS FOLLOWS:

1. GRMC has made or will make, for my benefit, educational assistance payments in the amount of \$_____.
2. I hereby agree that I will complete the course of education for which assistance is provided, with a grade of "C" or better; that I will not voluntarily reduce my hours to less than part-time (20 hours per week) within 12 months after completing the course; and that I will not resign my GRMC employment within 12 months after completing the course. If I fail to meet any of these requirements, I will be obligated to immediately reimburse GRMC for 100% of the payment made.
3. In the event that reimbursement is due from me to GRMC, I authorize GRMC to pay the amount due on my behalf and for my benefit by deducting the full amount due from my paycheck(s) unless another repayment schedule is agreed upon; and if I have left employment and there is still a balance due after my last paycheck, I will be legally required to pay it to GRMC within thirty (30) days after my last day of employment, together with interest at the rate of ten percent (10%) per annum from my last day of employment until paid in full.
4. This Agreement does not guarantee a right to employment or continued employment, guarantee a right to receive any particular benefits, or otherwise alter the employment relationship between me and GRMC, except as expressly described above.

Employee's Signature

Date

Final 1/18/06

[illegible]

Final 1/18/06

[illegible]

Greater Regional Medical Center - Salary Schedule

Final 1/18/06

RESP THERAPIST - REG	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	16.06	16.67	17.28	17.86	18.47	19.08	19.67	20.29	20.88
7-2006	16.42	17.05	17.67	18.26	18.89	19.51	20.11	20.75	21.35
7-2007	16.79	17.43	18.07	18.67	19.31	19.95	20.57	21.21	21.83
RESP - CERT RT	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	13.68	14.11	14.53	14.96	15.39	15.81	16.26	16.7	17.12
7-2006	13.99	14.43	14.86	15.30	15.74	16.17	16.63	17.08	17.51
7-2007	14.30	14.75	15.19	15.64	16.09	16.53	17.00	17.46	17.90
RESP - CARE PRACT	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	9.88	10.23	10.6	10.97	11.34	11.7	12.06	12.43	12.8
7-2006	10.10	10.46	10.84	11.22	11.60	11.96	12.33	12.71	13.09
7-2007	10.33	10.70	11.08	11.47	11.86	12.23	12.61	13.00	13.38
PHYS THERAPY ASST - PTA	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	13.43	13.93	14.42	14.93	15.43	15.92	16.42	16.92	17.41
7-2006	13.73	14.24	14.74	15.27	15.78	16.28	16.79	17.30	17.80
7-2007	14.04	14.56	15.08	15.61	16.13	16.64	17.17	17.69	18.20
REHAB THERAPY TECH	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	8.43	8.74	9.06	9.37	9.68	10	10.3	10.6	10.91
7-2006	8.62	8.94	9.26	9.58	9.90	10.23	10.53	10.84	11.16
7-2007	8.81	9.14	9.47	9.80	10.12	10.46	10.77	11.08	11.41
REHAB THERAPY TECH MODALITY	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	9.86	10.35	10.84	11.33	11.82	12.31	12.80	13.29	13.80
7-2006	10.08	10.58	11.08	11.58	12.09	12.59	13.09	13.59	14.11
7-2007	10.31	10.82	11.33	11.85	12.36	12.87	13.38	13.89	14.43
HIMS - CREDENTIALLED	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	10.17	10.49	10.82	11.13	11.54	11.95	12.36	12.78	13.18
7-2006	10.40	10.73	11.06	11.38	11.80	12.22	12.64	13.07	13.48
7-2007	10.63	10.97	11.31	11.64	12.07	12.49	12.92	13.36	13.78
HIMS - RHIT	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	11.53	11.96	12.41	12.84	13.26	13.69	14.12	14.54	14.99
7-2006	11.79	12.23	12.69	13.13	13.56	14.00	14.44	14.87	15.33
7-2007	12.05	12.50	12.97	13.42	13.86	14.31	14.76	15.20	15.67

Greater Regional Medical Center - Salary Schedule
Final 1/18/06

DIETARY - COOK	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	8.43	8.74	9.06	9.37	9.68	10	10.3	10.6	10.91
7-2006	8.62	8.94	9.26	9.58	9.90	10.23	10.53	10.84	11.16
7-2007	8.81	9.14	9.47	9.80	10.12	10.46	10.77	11.08	11.41
DIETARY - FOOD SVC WORKER	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	7.89	8.17	8.46	8.76	9.05	9.34	9.62	9.92	10.22
7-2006	8.07	8.35	8.65	8.96	9.25	9.55	9.84	10.14	10.45
7-2007	8.25	8.54	8.84	9.16	9.46	9.77	10.06	10.37	10.69
MAINTENANCE ENGINEER	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	12.11	12.49	12.88	13.27	13.66	14.04	14.42	14.78	15.17
7-2006	12.38	12.77	13.17	13.57	13.97	14.36	14.74	15.11	15.51
7-2007	12.66	13.06	13.47	13.87	14.28	14.68	15.08	15.45	15.86
FLOOR FINISHER	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	8.43	8.74	9.06	9.37	9.68	10.00	10.30	10.60	10.91
7-2006	8.62	8.94	9.26	9.58	9.90	10.23	10.53	10.84	11.16
7-2007	8.81	9.14	9.47	9.80	10.12	10.46	10.77	11.08	11.41
ENVIRONMENTAL SVC WORKER	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	8.43	8.74	9.06	9.37	9.68	10.00	10.30	10.60	10.91
7-2006	8.62	8.94	9.26	9.58	9.90	10.23	10.53	10.84	11.16
7-2007	8.81	9.14	9.47	9.80	10.12	10.46	10.77	11.08	11.41
PHARMACY TECH - CERT	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	11.89	12.24	12.63	13.01	13.42	13.83	14.25	14.68	15.12
7-2006	12.16	12.52	12.91	13.30	13.72	14.14	14.57	15.01	15.46
7-2007	12.43	12.80	13.20	13.60	14.03	14.46	14.90	15.35	15.81
PHARMACEY TECH	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	8.82	9.14	9.47	9.80	10.13	10.45	10.78	11.11	11.43
7-2006	9.02	9.35	9.68	10.02	10.36	10.69	11.02	11.36	11.69
7-2007	9.22	9.56	9.90	10.25	10.59	10.93	11.27	11.62	11.95

Greater Regional Medical Center - Salary Schedule
Final 1/18/06

BUS OFC - INS CLERK									
CLINIC BILLING CLERK									
ACCT&PURCHASING CLERK	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	9.90	10.27	10.63	10.99	11.35	11.73	12.11	12.48	12.86
7-2006	10.12	10.50	10.87	11.24	11.61	11.99	12.38	12.76	13.15
7-2007	10.35	10.74	11.11	11.49	11.87	12.26	12.66	13.05	13.45
PURCHASING - BUYER	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	11.12	11.54	11.95	12.36	12.78	13.19	13.60	14.00	14.40
7-2006	11.37	11.80	12.22	12.64	13.07	13.49	13.91	14.32	14.72
7-2007	11.63	12.07	12.49	12.92	13.36	13.79	14.22	14.64	15.06
PARAMEDIC SPECIALIST	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	13.59	13.99	14.40	14.83	15.25	15.70	16.17	16.64	17.13
7-2006	13.90	14.30	14.72	15.16	15.59	16.05	16.53	17.01	17.52
7-2007	14.21	14.63	15.06	15.50	15.94	16.41	16.91	17.40	17.91
EMT - PARAMEDIC	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	11.81	12.25	12.70	13.14	13.57	14.01	14.44	14.89	15.31
7-2006	12.08	12.53	12.99	13.44	13.88	14.33	14.76	15.23	15.65
7-2007	12.35	12.81	13.28	13.74	14.19	14.65	15.10	15.57	16.01
CERT MEDICAL ASST - CMA	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	10.36	10.74	11.13	11.51	11.92	12.30	12.69	13.05	13.42
7-2006	10.59	10.98	11.38	11.77	12.19	12.58	12.98	13.34	13.72
7-2007	10.83	11.23	11.64	12.03	12.46	12.86	13.27	13.64	14.03
VOLUNTEER SVCS COORD	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	11.62	12.05	12.47	12.90	13.32	13.75	14.20	14.64	15.06
7-2006	11.88	12.32	12.75	13.19	13.62	14.06	14.52	14.97	15.40
7-2007	12.15	12.60	13.04	13.49	13.93	14.38	14.85	15.31	15.75
SOCIAL WORKER (MSW)	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	17.70	18.35	19.00	19.72	20.42	21.18	21.94	22.75	23.56
7-2006	18.10	18.76	19.43	20.16	20.88	21.66	22.43	23.26	24.09
7-2007	18.51	19.19	19.86	20.62	21.35	22.14	22.94	23.79	24.63

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BUSINESS OFC -REG CLK/SB OPER									
WARD CLERK									
CLINIC RECEPTIONIST									
DEPT SECRETARY	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	9.15	9.49	9.83	10.16	10.50	10.85	11.19	11.55	11.88
7-2006	9.36	9.70	10.05	10.39	10.74	11.09	11.44	11.81	12.15
7-2007	9.57	9.92	10.28	10.62	10.98	11.34	11.70	12.08	12.42
COTA	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	15.24	15.99	16.75	17.51	18.26	19.02	19.78	20.53	21.31
7-2006	15.58	16.35	17.13	17.90	18.67	19.45	20.23	20.99	21.79
7-2007	15.93	16.72	17.51	18.31	19.09	19.89	20.68	21.46	22.28
NUCLEAR MED TECH	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	23.32	23.85	24.41	24.97	25.54	26.11	26.71	27.31	27.48
7-2006	23.84	24.39	24.96	25.53	26.11	26.70	27.31	27.92	28.10
7-2007	24.38	24.94	25.52	26.11	26.70	27.30	27.93	28.55	28.73
TRANSCRIPTION/CODER	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	10.70	11.06	11.42	11.80	12.15	12.53	12.90	13.28	13.66
7-2006	10.94	11.31	11.68	12.07	12.42	12.81	13.19	13.58	13.97
7-2007	11.19	11.56	11.94	12.34	12.70	13.10	13.49	13.88	14.28
LABORATORY ASSISTANT	STEP 1	1/2	STEP 2	1/2	STEP 3	1/2	STEP 4	1/2	STEP 5
7-2005	8.98	9.42	9.86	10.30	10.75	11.19	11.63	12.07	12.57
7-2006	9.18	9.63	10.08	10.53	10.99	11.44	11.89	12.34	12.85
7-2007	9.39	9.85	10.31	10.77	11.24	11.70	12.16	12.62	13.14